

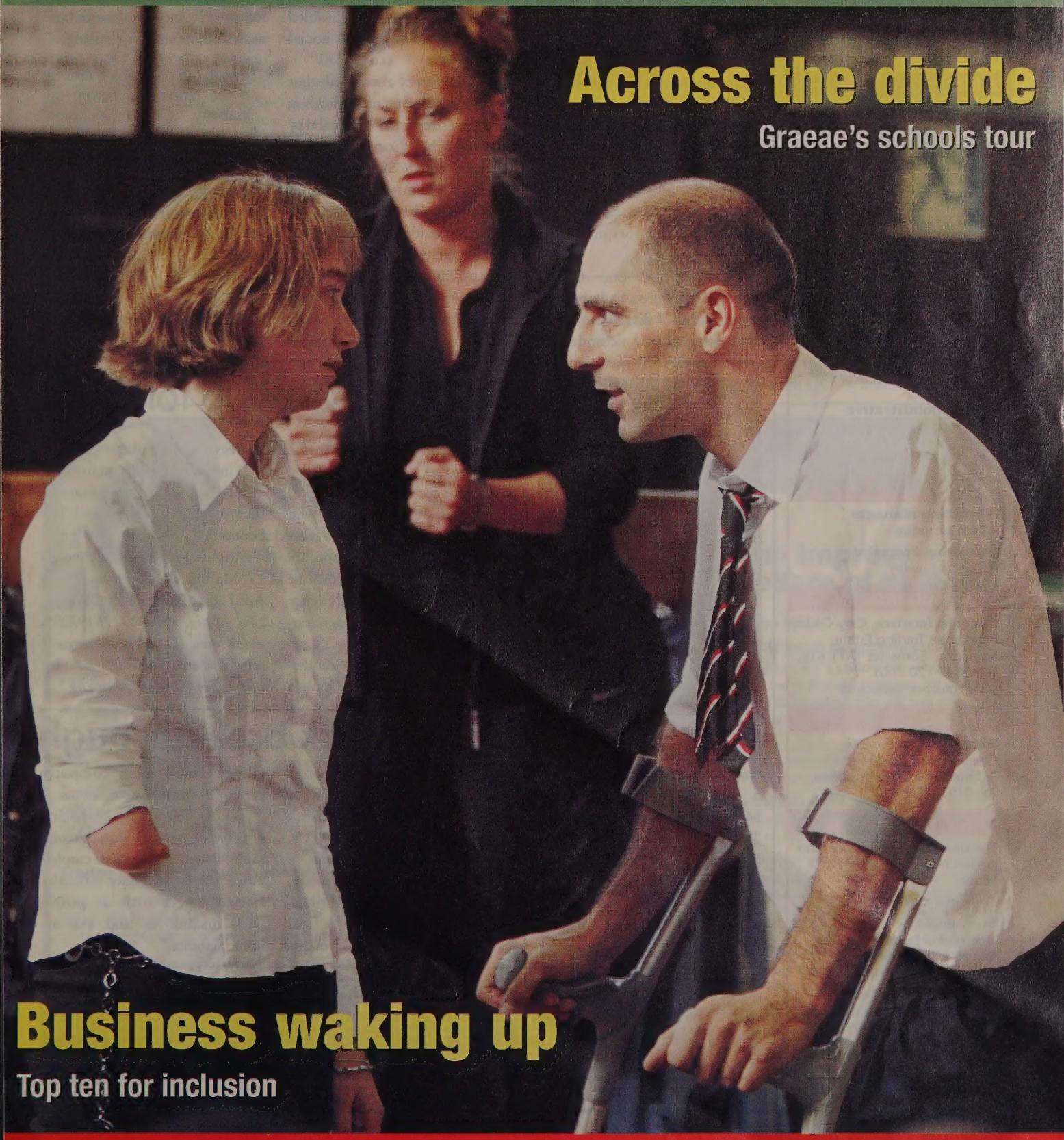
November 2003

DN EXTRA...

HUNTING FOR A JOB? - see inside

Across the divide

Graeae's schools tour



Business waking up

Top ten for inclusion

DN EXTRA...

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Editor Mary Wilkinson

editorial

News Editor John Pring

Reporters Nuala Calvi and Lucy Glynn

Layout Sub David Felton

Editorial Assistant Lucy Howard

Design/Production Editor Jamie Trounce

address

Disability Now, 6 Market Road London N7 9PW

Editorial: 020 7619 7323

Fax: 020 7619 7331

Minicom: 020 7619 7332

e-mail: editor@disabilitynow.org.uk

advertising

Advertising Manager

Richard Gresham

Tel: 020 7619 7336

e-mail: richard.gresham@scope.org.uk

Sales Executive

Patrick Durham-Matthews

Tel: 020 7619 7320

e-mail: patrick.durhammatthews@scope.org.uk

Sales Administrative Assistant

Suzan Hillman

Tel: 020 7619 7120

Fax: 020 7619 7331

marketing

Marketing Manager

Juliana Uduezue

Marketing Executive

Elizabeth Cowley

subscriptions

Customer Interface, Cary Court, Bancombe Trading Estate, Somerton, Somerset TA11 6TB. Tel: 0845 120 7001 e-mail: dnsubs@cisubs.co.uk

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Voluntary Sector Services, Centurion Press Limited, Rickmansworth, Hertfordshire, Tel: 01923 891000

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Disability awareness on the up

One in three of the UK's leading companies demonstrated a "real commitment" to disabled people in reports into their own social activity, according to a new survey from an employers' organisation.

The proportion has increased from just one in five last year, according to the Employers' Forum on Disability.

Social activity includes social exclusion, health and diversity.

The forum's second annual Global Inclusion Benchmark, sponsored by disability insurer UnumProvident, also found that two-thirds of the companies examined included disability in their equal opportunities or diversity policies.

But less than one in four said they were listening to the concerns of disabled employees, customers, community

members and suppliers.

The top companies for "disability global inclusion", out of 68 reports, were BT, Centrica and The Co-operative Bank.

The benchmark aims to show how some of the country's most socially aware companies describe their commitment to disabled people in their annual social reports.

But the survey also reveals that only nine per cent of all leading companies reported on disability as part of their Corporate Social Responsibility (CSR) strategy.

Susan Scott-Parker, chief executive of the forum, said the findings provide "compelling evidence that disability is moving up the CSR agenda".

Ben Verwaayen, chief executive of BT Group, said: "Sustainable businesses must take account of

the needs of all their stakeholders. In BT, we apply audit standards to review how we do this and we are able to communicate our business strategy in an important and growing market place.

"Hopefully, the example set by the benchmark's top ten will be followed by more and more businesses taking up this challenge."

The top ten companies, ranked on the Employers' Forum on Disability Global Inclusion Benchmark criteria, are:

- 1 **BT**
- 2 **Centrica**
- 3 **The Co-operative Bank**
- 4 **Abbey National**
- 5 **CIS Co-operative Insurance**
- 6 **BAA**
- 7 **Kingfisher**
- 8 **Aviva**
- 9 **Novo Nordisk**
- 10 **Barclays**



Doing the business: a leading disabled businesswoman has won a prestigious award in a national competition. Val Milnes, general manager of the Tyne and Wear Education Business Link Organisation (Tweblo), was highly commended in the Best Business Leader category of the Sage Business Awards 2003.

Training places up for grabs

A management training scheme for disabled people is seeking applicants for next year's intake.

The ten disabled people who win a place on each year's Fast-Track scheme*, run by Scope, are paid a £14,000 salary for one year, given two work experience placements and receive development training.

The scheme is open to disabled people who either have a

degree or are "graduate calibre".

The work placements are offered by partner organisations such as Kodak, Corus and The Economist Group.

Applications for 2004 close on 15 March, with interviews in April and an assessment in May.

*To apply, tel 020 76197299, email fast-track@scope.org.uk, minicom 020 76197187 or visit <http://fast-track.scope.org.uk>

Home work breakthrough

A technological breakthrough will provide job opportunities for disabled people who want to work from home, according to a UK company that runs call centres.

Thanks to new software, broadband links and "real time" computer workstations, staff can be linked into Amicus

Outsourcing's main computer system from their own homes.

Geoff Thompson, managing director of Amicus Outsourcing, said: "It will enable us to employ more people who have difficulty leaving home, such as people with disabilities and stay-at-home parents."

Front cover: Cerrie Burnell as Beccy and Michael King as Baz, in Jamie Beddard's play, *The Trouble with Richard*. Graeae, the leading theatre company of disabled people, has been commissioned by charity John Grooms to perform the play to secondary schools in London, Bristol and Cardiff this term. It tells the story of the first days of a disabled student at an inclusive mainstream school and shows how society discriminates against disabled people.

Firms put access higher up agenda

Employers are becoming increasingly aware of the needs of disabled people and many are now making disability access a business priority, according to a new report.

The *IRS Employment Review* report* also found that employers are tending to improve the position of disabled people because of a social duty, rather than for legal reasons.

More than half the 100 public and private sector employers questioned had increased their disabled workforce in the last five years, while 80 per cent had a recognised policy on disability.

Mark Crail, managing editor of *IRS Employment Review*, which covers industrial relations, welcomed the findings, but

pointed out that care should be taken not to read too much into them.

"While the number of disabled employees has increased in the past decade, we have to sound a cautionary note," he said.

"IRS has found that organisations with strong diversity policies have yet to show measurable business benefits, perhaps because they are still bedding down in many cases."

A spokeswoman for the Employers' Forum on Disability said that, of their more than 300 members, most were making a real effort to meet the needs of disabled employees.

But she said there was no room for complacency, and there was still much to be done.

*www.irsemplishmentreview.com



Raising the bar: a disabled barrister has won an award for his "remarkable contribution" to free legal work. John Horan, of the Cloisters chambers* in London, won the 2003 Sydney Elland Goldsmith Bar Pro Bono Award. Mr Horan had a stroke two years ago. Judges included the Attorney General, Lord Goldsmith QC. *www.cloisters.com



Deaf Arts

BSL Communicator / Administrator
Salary: £20,469 – 23,724 pro rata

Shape pioneers the active involvement of disabled, deaf and older people in the arts and cultural industries.

2003 is European Year of Disabled People. To highlight the year, Shape has launched a new programme of activities taking place in Greater London and across the UK. We will also be working towards a merger with Artsline, the information service for disabled people in London.

To help us achieve our aims at this exciting time we are seeking a Communicator / Administrator to work 3 days per week on a fixed term contract until 31 March 2004. Thereafter there may be an opportunity to apply for a permanent role in the merged organisation.

The Communicator / Administrator will provide communication and administrative support for the Deaf Arts Officer. Applications can only be considered from individuals with British Sign Language (Level 2/member of the CACDP Register).

Closing Date for all applications: Monday 17 November 2003

For a job description and application form please contact Chris Buck, Shape, 356 Holloway Road, London, N7 6PA, or download from www.shapearts.org.uk or email info@shapearts.org.uk

For an informal discussion about the post and areas of responsibility please contact: Chris Buck, Administrator, Tel: 020 7619 6160; Minicom: 020 7619 6161; Fax: 020 7619 6162. Email: info@shapearts.org.uk

Shape is committed to equality and diversity in employment
Information is available on disc, large print and on tape.

Better knowledge for better practice

SCIE
Social Care Institute for Excellence

Promote us and improve the welfare of millions

Press Officer • London SE1

£37,000 (more may be available for an exceptional candidate)

Innovative, ambitious and already well-respected, SCIE is a national body working to change the face of social care. Having achieved much since our creation in 2001, we've just launched a corporate plan setting out SCIE's priorities for the next three years. Now we want you to develop, co-ordinate and deliver a comprehensive press and media strategy that supports our ambitions.

This is a broad, influential and very responsible role. You'll ensure we have an authoritative voice and highly credible presence across the health, social care and education sectors.

In effect, your success in raising awareness of SCIE's work will impact directly on the quality of services delivered to millions of people each year. And, by promoting a positive image of social work and social care in general, you can help secure a brighter future for the field.

We expect you to have at least three years' experience in a press role, two or more of those should be within a social care or health related environment. During that time you will have effectively boosted the profile of your organisation and developed wide ranging communications expertise. Crucially, you'll be a strategic thinker who balances vision and creativity with pragmatism and a responsive, supportive attitude.

For an application pack, please call (020) 7089 6884 (24 hrs), or email us on recruitment@scie.org.uk CVs will not be accepted.

Closing date: 5pm, 19th November 2003.

Please see www.scie.org.uk for more information on SCIE and this position.

We value diversity in our workforce and are committed to equal opportunities. Disabled candidates who meet the essential criteria are guaranteed an interview.

Design & Property Services

Strategy Development Co-ordinator

Huddersfield Town Centre

£27,420 - £31,356. 37 hours.

Vacancy no: EDP 28/107.

Kirklees Metropolitan Council is a progressive, innovative authority with a reputation for providing high quality, cost effective services that meet the needs of its customers. The Council has recently been awarded as an "Excellent and Improving" authority by the Audit Commission's recent Comprehensive Performance Assessment.

Design and Property Service (D&PS) is responsible for land and property management (including a large commercial estate) and building related design and maintenance services. The Service is also entering into partnering arrangements with the private sector and managing considerable investments into the Council's property portfolio. D&PS manages an overall budget of £18.5m and employs approximately 200 members of staff.

This post is located at the Service's headquarters within Huddersfield town centre, which has recently benefited from the opening of a new major town centre shopping scheme. The area is well serviced by both rail and the M62 and M1 motorways whilst also being adjacent to open countryside including the Peak District National Park and the Pennines.

We require someone with experience and a proven track record in dealing with property strategy related issues, who can make a significant contribution to the development of the authority's extensive land and property portfolio.

You will lead on the development and implementation of construction and property related strategies for the authority and will be responsible for managing project teams engaged in policy development and implementation.

You will have a research and development background, be focussed on delivering customer requirements, have excellent communication skills and be able to successfully deliver projects in a commercial environment.

We welcome applications from black and minority ethnic people, disabled people and women who are currently under-represented at this grade within the Service. All applications, however, will be treated on merit.

If you would like to know more about this opportunity and the excellent pension scheme and benefits on offer then please send for a job application pack.

For an application form and job description please contact the Recruitment Unit, 1st Floor, Oldgate House, 2 Oldgate, Huddersfield HD1 6QQ. Tel: (01484) 225121 or 225122 or email recruitment.unit@kirklees.gov.uk quoting the vacancy number. Completed forms should be returned by 14 November 2003.

Interviews will be held on 4 December 2003.



Kirklees
METROPOLITAN COUNCIL

Are you disabled?
We want to hear from you!
Applications from job sharers welcome.

Our Audit Commission CPA score - **Excellent** and improving!

DEADLINES

Disability Now December 2003, published 22 November

Classified deadlines: booking 7 November, copy 11 November

For more information contact Patrick Durham Matthews

Tel: 020 7619 7320, Fax: 020 7619 7331

email patrick.durhammatthews@scope.org.uk



Salford's council for voluntary service

Chief Officer

£29,067-£32,847 (NJC points 40-45), depending on experience.

Salford CVS has supported the work of Salford's community & voluntary groups for thirty years. The CVS is emerging strengthened from three years of significant change, including managing new activities, and working to new priorities. This is the opportunity for a strategic manager to lead the organisation in the next stage of its development.

Key requirements:

- Proven experience of effective management of staff and other resources.
- Strong appreciation of policy and development issues relevant to CVS
- Communication skills with people at all levels
- Commitment to working with diverse communities, and to challenging discrimination and social disadvantage.

Benefits include 30 days annual leave plus public holidays, and 6% employer pension contribution.

Closing date for applications: **Friday 21st November 2003**.

For application packs contact office@salfordcvs.co.uk or phone 0161 787 7795 (voicemail out-of-hours), or write to Salford CVS, The Old Town Hall, off Irwell Place, Eccles, M30 0EJ.

Salford CVS aims to provide equal access to employment, services and membership.

Registered charity no. 519361. Company limited by guarantee no. 1948293.

DIRECTORATE OF REGENERATION AND COMMUNITY

ECONOMIC REGENERATION - MUSEUM SERVICE

Access Officer

Temporary - Fixed Term to 31 March 2006

Scale 5 (awaiting ratification)

£16,944 - £18,582 per annum

Ref: RCO3/085

As part of the Renaissance on the Regions Project, you will ensure that collections and museum sites are more accessible to visitors with disabilities and other hard-to-reach groups. You will achieve this through partnership and consultation and will develop sustainable practical solutions to problems associated with compliance with the Disability Discrimination Act. Developing interactive displays and resources appropriate for a wide range of people with access difficulties, you will also assist in the organisation of outreach and skills development programmes.

With possession of at least one year's relevant postgraduate experience of working in a community-based environment you will also possess a practical understanding of the Disability Discrimination Act. You will need awareness of good practice in access work, together with good interpersonal and communication skills. Experience of project work and the ability to work flexibly under pressure are also essential.

For further information please contact Angela Graham, Assistant Branch Museums Manager on (01782) 233195.

Application forms can be obtained from the Personnel & Training Section on (01782) 236420. Please quote the above reference number.

Closing date: 21 November 2003.

For details of all vacancies visit www.stoke.gov.uk

We value diversity in our workforce and positively encourage applications from all sections of the community.

Hearing impaired applicants are welcome to telephone (01782) 236919 (Minicom).



www.stoke.gov.uk

stoke-on-target



DN LINAGE

Tel: 020 7619 7320, Minicom: 020 7619 7332, E-mail: patrick.durhammatthews@scope.org.uk

• Cars/Vans/Caravans

NISSAN VANETTE. 98. Poynting low floor conversion. 4 seats plus wheelchair. Metallic blue. Side doors and windows. 27K miles. Full MOT £4350 ono. Tel: 01795 470588.

VOLKSWAGEN SHARAN 1.9. T reg, MOT expires June 04, recently serviced, Tdi with Automotive conversion – rear tail ramp. Only one owner, 60k miles. Carries 6 with wheelchair, e/windows, air con, metallic red. £9,500 ono. Tel: 0161 338 4694.

PEUGEOT BOXER HOLDSWORTH
Minuet, 1995 (M reg), modified Campervan, rear wheelchair lift, floor clamps, low mileage, fish, petrol, MOT until March. £6,500. Tel: 01749 679645 (Somerset).

ELAP ROTATE-AND-Slide front passenger seat for Astra R reg and earlier (Mark 3), top model, hardly used. £250, free delivery within Herts, Beds, Bucks and Cambs. Tel: 01582 760756.

NISSAN PRAIRIE 1.8. both sliding side-doors facilitate easy access. Sizeable boot that can carry an unfolded wheelchair or electric chair with room to spare. F reg, MOT expires July 04, tax expires Jan end 04. Only one owner, 67k miles. In very good condition and never broken down. £350. Tel: 01634 842511 (Rochester).

RENAULT EXTRA FREEDOM van, H reg with Atlas conversion, carries 4 seats (incl driver) plus wheelchair space. 70k miles, MOT and service expires April. Windows all around, hinged ramp, in very good condition and running order. £1,500 ono. Tel: 0151 486 2308.

CHAIRMAN CITROEN DISPATCH 1.9D. Silver. 13000 miles. FSH. Full MOT. Reg 00. Lowering suspension and rear ramp. Electric windows / mirrors. Electric wheelchair winch / warning buzzer. Air con. HRS. 2 mid section seats. Gowrings conversion. £10495. Phone Maureen Sandiford 01234 841892 (office) or 01234 852226 (evenings) (Bedford).

DIVERSITY OFFICER

BASED IN TREMORFA, CARDIFF

SALARY £22,333 - £24,880 P.A. 37 HOURS PER WEEK

The Diversity Officer will be responsible for promoting equality and diversity issues throughout the Association in employment and service delivery with particular reference to race, ethnicity, disability and gender. This will be achieved through:

- The development of comprehensive equality and diversity policies
- Providing advice on corporate practices necessary to implement the Association's equal opportunities policy and satisfy other relevant statutory and regulatory requirements
- Researching, initiating and participating in the development of initiatives designed to address equality and diversity issues

The successful candidate will have the ability to generate new ideas and sell these effectively to others and will be able to prepare, structure and pitch both written and verbal communications at an appropriate level to meet the needs of a diverse range of customers. You will need to be able to assimilate complex information, negotiate, influence and make decisions, with the ability to meet targets and deadlines and to work alone or as part of a team. In addition, you will need to demonstrate a clear understanding of and commitment to customer care and equal opportunities.

Educated to 'A' level standard or equivalent it is essential that you have at least two years' experience of working on equality issues or in equality related fields, an up to date knowledge and understanding of all relevant equalities law and experience of managing change.

A full current driving licence and use of your own vehicle is essential.

We offer a competitive benefits package including a contributory pension scheme, flexible working hours and car loan facility. For an application pack (CVs will not be accepted), please contact our consultants:

BY PHONE: 01403 892900

BY E-MAIL: essentials@insight-hr.co.uk www.insight-hr.co.uk

BY POST: Recruitment - Wales & West Housing Association, ADMAIL - 3553, Cardiff, CF11 8GY.

CLOSING DATE: 10am Friday 21st November 2003

Wales and West Housing Association is committed to equality of opportunity in all our work. We welcome applications from all sections of the community, especially people from ethnic minorities and people with disabilities who are under represented in our workforce.

Wales and West Housing Association exists to develop and support sustainable communities through the provision of quality homes and services.

The largest Association in Wales, we were established in 1965, we manage nearly 9000 homes across Wales (including 3000 sheltered units) and employ 350 staff.



INSIGHT

LEADING THE WAY

n w d a f

LEADING THE WAY – Arts Workshop Leaders Course for Disabled and Deaf Artists January 2004—6 Month course

Leading the Way is a Higher Education, part-time training course specifically designed to train Disabled and Deaf people in Workshop Leading skills.

NORTH WEST DISABILITY ARTS FORUM (NWDAF) is looking for Disabled and/or Deaf arts practitioners of any art form who would like to train as and become a **Workshop Leader**.

The next course runs from January to June 2004, 10am – 4pm at **LIVERPOOL INSTITUTE FOR PERFORMING ARTS (LIPA)** and will be followed by a placement with a community arts organization.

The course aims to cover three topics:

- Arts Workshop Skills
- Running Inclusive Workshops
- Disability and Deaf arts and Cultural Diversity.

Successful students will receive a Certificate of Professional Development from John Moores University.

NB: The course is FREE and all access needs will be provided for. A transport or childcare bursary is also available for North West students.

If you are interested in taking part in this unique course please contact: NWDAF, MPAC Building, 1-27 Bridport Street, Liverpool, L3 5QF. Tel: 0151 707 1733; Fax: 0151 708 9355; Text: 0151 706 0365; Email: training@nwdaf.co.uk
Or visit our website: www.nwdaf.co.uk

LIPA

ARTS COUNCIL
ENGLAND

Project Development Co-ordinator c.£24,000 (Social Enterprise) Based Oldham A Lead Role In A Brand New Initiative

Remploy is the UK's largest provider of employment opportunities for disabled people and a principal partner in the newly formed "Oldham Collective" - a multi agency grouping, with additional representatives from Oldham Metropolitan Borough Council, Oldham County Economic Development Authority and Business Link North West.

This post is funded by the ERDF until December 2005.



Created specifically to develop new and innovative ideas for delivering improved services in the fields of health and social care, as well as waste minimisation and recycling, our aim is to maximise benefits for disadvantaged groups, involving the offer of training and employment opportunities.

Working closely with Remploy's Business Development Manager, you'll be at the forefront of this exciting initiative, providing general project support, as well as assisting in the development of new and financially self sustaining community enterprises, employing local people across the Borough.

In addition, your brief will involve working with existing "Oldham Collective" projects, in order to identify and secure sources of funding to continue and expand current activities, whilst also helping obtain further investment to develop the Social Enterprise support team.

Of graduate calibre, evidenced by a degree or professional qualification, you should be a confident communicator and skilled negotiator, with a proven track record in the business support and development field, including at least 2 years' experience of successfully bidding for external resources.

Alongside this, we also expect a good level of IT literacy and first rate project management skills, with a background that encompasses the supervision of both human and financial resources, as well as monitoring/reviewing progress and co-ordinating promotional activities.

For an informal discussion, please contact either: Simeon Wood, Business Development Manager - Remploy on 0161 628 1330, or Simon Robinson, Environment Co-ordinator - Oldham MBC on 0161 911 3439.

To apply, please email/write with full CV & salary details, to: Simeon Wood, Business Development Manager, Remploy Metro Windows, Unit M Central Trading Estate, Derker, Oldham OL1 4EA.

Email: simeon.wood@remploy.co.uk

Employment Advisors - Interwork

£18,500 - £25,970 p.a.
+ Car Allowance

- (i) Based Birmingham
- (ii) Based Coventry
- (iii) Based Gloucester

Working in partnership with over 2,500 employers nationwide, Remploy Interwork has already supported over 5,500 disabled people back into open employment across the UK.

In this, the European Year of Disabled People, we've thrown down the gauntlet and challenged British Industry to double the number of opportunities offered to this key, but widely under-represented element of the workforce.

As an integral member of the area team, you'll manage an allocated workload, providing support and guidance to both employers and employees, whilst also monitoring, evaluating and reporting on progress made.

With a brief to achieve set performance objectives, in terms of meaningful employment, development and progression, as well as the transition of employees on WORKSTEP and NDDP programmes, your chief aim will be to ensure that jobs and clients are successfully matched and lead to positive outcomes.

Working closely with Host Companies, you must be a first class relationship builder and communicator, with proven experience in a development or employment related role, who ideally has practical knowledge of working with disabled people.

In addition, a good understanding of modern employment practices and H & S regulations will be required - although the key to your success will be the ability to work with a full range of business partners and enable individuals to progress in both skills and confidence.

Interested? Then to apply, please write with full CV and salary details, clearly stating preferred location, to: Marie Jarvis, HR Department, Remploy Limited, Britannia Road, Oxon OX16 5DP.

Remploy

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Want to Work in Design, Costume or Makeup?

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DESIGN, COSTUME AND MAKEUP SEMINAR

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SOCIETY

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656656 fax: 01753 657016;
email: training@bksts.com

BROMLEY ADVOCACY ALLIANCE

speaking out for you

BAA promotes and delivers Advocacy at its highest level and standard, representing the voice of vulnerable people in London Borough of Bromley. We are looking to recruit staff for our Disability Advocacy Service to the following posts to continue to build on our success.

The Disability Advocacy Service aims to provide an advocacy service for disabled people over 18 in Bromley. Due to restructuring and the departure of the current Service Manager, we are looking to appoint the following:

Service Manager – 25 hours per week £14,595.00
Two Advocates – Job Share 21 hours per week, £8,190.00.

Applicants for these posts, should:

- Have an understanding of advocacy
- Be a good team player
- Have experience of working and supporting volunteers
- Have a thorough understanding of disability issues.

All candidates with disabilities meeting the minimum job requirements will be invited to interview for these posts. For a recruitment pack and/or to discuss these posts further, please contact:

Debra Gibbons, Service Manager, Telephone 020 8460 6712
 Bromley Advocacy Alliance, Unit G, Clan Works, 1a Howard Road, Bromley, Kent, BR13QJ Email: bromleyadvocacy@aol.com

Closing date for receipt of applications is **21st November 2003**
 Interviews likely to take place the first week in December.

BAA is an equal opportunity employer and welcomes applications from all sections of the community.

Safe roads, Reliable journeys, Informed travellers



DRIVING FORWARD

As an Executive Agency of the Department for Transport, we're not afraid of responsibility - we're already in charge of nearly 6,000 miles of motorways and trunk roads. But now we're about to take our role further, taking over responsibility for the management of traffic, working in partnership with the Police. This means that the people working from our Regional Control Centres are very much in the front line in terms of making an impact on road safety, journey reliability and the environment.

Traffic Officers

£15,800 - £17,200 per annum (starting salary) + benefits + up to 20% shift allowance

Ref: THA65/1035

Responsible for patrolling a section of the motorway, you will respond to incidents, monitor traffic conditions and check stationary vehicles. As the public face of the Agency, you will liaise closely with the control room, the Police, other emergency services and the public.

A flexible team player with a clean driving licence, you will have at least one year's experience in an operational role. Educated to GCSE level at grade C or above, you will be committed to improving road safety and driver confidence.

Control Centre Operators

£14,000 - £14,948 per annum (starting salary) + benefits + up to 20% shift allowance

Ref: THA65/1036

Working in a fast-paced and pressurised environment, you will manage incidents and monitor road networks using a range of resources. These will include CCTV cameras, Command and Control Systems, and information from the Police and Traffic Officers, which you will use to set Variable Message Signs, deploy appropriate roadside resources and provide information to a number of sources, including control centres, road users and the media.

Able to work within a team and take the lead where necessary, you will have one year's experience in a customer service environment or operational role. With excellent IT and keyboard skills, you will have the ability to stay calm in highly pressurised situations.

Alongside the ability to really make a difference to the UK's roads, we offer competitive remuneration, Civil Service pension arrangements and 30 days holiday from the start of your employment. The importance of the overall service itself is such that you must be flexible with regard to working hours, as you will be part of a rotating shift pattern covering days, nights and weekends.

If you're ready for the challenge, we're ready to hear from you, so contact Dina Markey (our representative at CPG HR Services) on 020 7562 1653, fax 020 7588 8013, email highways@centrepointrgroup.co.uk or write to CPG HR Services, 16 St Helens Place, London EC3A 6DP, quoting the relevant reference. Alternatively, you can apply online at www.centrepointrgroup.co.uk

The closing date for receipt of applications is Friday 21st November 2003.

The Highways Agency is an equal opportunities employer. We value diversity and we positively welcome applications from all sections of the community. We operate a guaranteed interview scheme for disabled people who meet the minimum criteria.

An Executive Agency of the
Department for Transport



VW CRUISER 1.9 diesel, Transporter conversion R reg. Excellent condition, 20k miles, taxed and full MOT. Rear ramp, electric winch. Carries 6 with wheelchair. £6,500 ono. Tel: 01992 552904.

CHAIRMAN RENAULT KANGOO
 'Authentique' 1.4 auto, October 01, seats 4 including wheelchair passenger, safety harness and belts, aircraft lockers, e/windows in front, pas, c/locking and aircon. Only 6,400 miles, sale due to bereavement. £10,000 ono. Tel day: 01327 858006 (Daventry).

CHAIRMAN FIAT FIORINO R reg, 20k miles, Gowrings conversion, electric winch. Ramp lowered floor. 1.7 diesel, MOT until March 2004. £3,500 ono. Tel: 0115 9864747 (Notts).

CHAIRMAN FORD COURIER van with surrounding windows and hi-roof. Diesel 1.8, M reg (1994), 55k miles, only 2 owners. MOT expires May 2004. In very good condition, £2,500 ono. Tel: 07769 977722.

NISSAN PRAIRIE SLX, J reg, 85k miles, Brotherwood ramp conversion. Front passenger swivel seat. Seats 4 plus wheelchair passenger. Very reliable, bereavement sale. £4,000. Tel: 01993 213105.

RENAULT KANGOO 1.4 with Constables conversion, rear ramp and seat in rear. X reg, 15k miles, MOT expires Feb 04. Pas, electric windows, carries 3 plus wheelchair. Cost £14,995 new, £7,500 ono. Tel: 01623 625896.



Executive Director Human Resources

circa £70k p.a. (negotiable)

SCOPE
equality for disabled people

TRIBAL
GWT

www.tribalgwt.com

We are looking for an individual... who will make an impression.

Scope is a charity originally set up by parents to support children with cerebral palsy (cp). This gave it a clear focus. Over time, however, Scope's involvement has broadened with the realisation that the key issues facing those with cp and many other conditions are fundamentally the same. So, today, Scope helps a wide range of disabled people overcome barriers that prevent them from achieving their potential.

This can only be good, yet – as dynamic new Chief Executive Tony Manwaring observes – it brings practical problems, and poses a unique challenge. *"Our original focus has become blurred, and we face something of an identity crisis. In order to raise and sharpen our profile, to generate increased funding and to achieve our maximum potential, we must clarify our aims and become more 'grown up' as an organisation".*

Your contribution, as a sensitive, committed and appropriately qualified enthusiastic HR specialist working directly to the Chief Executive, will be vital for driving this cultural change and raising standards. Providing opportunity, encouragement, empowerment and a positive environment for training and self-development, you will help transform Scope into a powerfully effective, superbly organised 21st century force able to combat discrimination, celebrate diversity, and promote inclusion and access for disabled people.

You will help us enhance the tremendous support we already enjoy from both volunteers and staff through becoming more knowledgeable and professional in our approach, sharpening our HR operation and enabling us to do what we do best...**better**.

For further information about the post please contact our retained consultants Julie Towers or Rashpal Kaur Singh of Tribal GWT on 020 7323 7190.

For an information pack telephone 0870 241 9031 or email scope@tribalgwt.com To apply send a comprehensive CV outlining your experience in relation to the person specification and your salary expectations to Julie Towers, Tribal GWT, 87-91 Newman Street, London W1T 3EY. Please quote ref: EDHR/DN

Closing date for applications is 19 November 2003.

Scope is a registered charity number 208231.

Personal direct experience and/or knowledge of disability and disability issues would be an advantage.